

**The City of Seattle  
also works to prevent  
discrimination in:**

**Public Accommodations**

- Hotels
- Government and community services
- Private schools
- Restaurants
- Theaters and recreational facilities
- Hospitals and clinics

**Housing**

- Sales / rentals
- Disability accommodations or modifications
- Harassment, interference, criminal intimidation

**Contracting**

- All aspects of contractual relationships, including bidding
- To qualify, contracts must value more than \$5,000

The law also covers harassment and retaliation.

**Discrimination is expensive.  
Treating your employees fairly  
can improve your bottom line.**

For more information, call the  
Seattle Office for Civil Rights  
206-684-4500  
206-684-4503 TTY  
[www.seattle.gov/civilrights](http://www.seattle.gov/civilrights)

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# It's Good for Business

## An employer's guide to prevent workplace discrimination

**Seattle Office  
for Civil Rights**  
Your partner in building equality



City of Seattle  
Greg Nickels, Mayor



# Fair employment laws equal good personnel policies.

## What does the Seattle Office for Civil Rights do?

The Seattle Office for Civil Rights enforces fair employment laws within the Seattle city limits. People who feel they have been illegally discriminated against can contact our office to explore their legal options.

When someone files a charge of illegal discrimination with our office, we conduct an unbiased investigation and issue a finding based on the evidence. We also work with all parties in a dispute to settle the case through negotiation.



## What does the law say?

It is illegal to discriminate against someone in employment based on a protected class.

Fair employment laws protect all aspects of the relationship between employers and employees:

- Hiring / firing / layoffs
- Advertising
- Wages
- Promotions / assignments
- Harassment
- Training

The City of Seattle protects these classes:

- |                   |  |
|-------------------|--|
| ● Age (40+)       | ● Disability (and use of a service animal) |
| ● Sex             | ● Sexual orientation                       |
| ● Race            | ● Gender identity                          |
| ● Color           | ● Political ideology                       |
| ● Creed           |  |
| ● Religion        |  |
| ● Ancestry        |  |
| ● Marital status  |  |
| ● National origin |  |



For technical assistance,  
contact the  
Seattle Office  
for Civil Rights  
at 206-684-4500  
or visit us at  
[www.seattle.gov/civilrights](http://www.seattle.gov/civilrights)